




Los Angeles Commission for Children and Families

Retreat
February 8, 2016



Opening

Call to Order

Welcome

Approve minutes of January 11, 2016 meeting

Executive Director report

What We Heard



Shared Commitment

- *Everyone* committed to the kids
- Hunger for clear and meaningful results
- Important to focus
- Appreciation for skills and expertise

Overarching goal for the retreat:

Work together as a whole on behalf of LA's kids

Retreat Purpose

To build on the shared passion of Commissioners to *work together as a whole* on behalf of LA's children, youth, and families

- Articulate a framework for the Commission's activities and impact
- Set priorities to guide our distribution of effort and resources
- Create new structure, process, and agreements for working effectively together

Agenda

10:00	Opening
10:45	Commission Role for Greatest Impact
11:45	Lunch Break
12:15	Prioritize Issues
1:30	Break
1:45	Greater Impact by Working as a Whole
2:45	Closing

Agreements

- Listen for understanding
- Share the air
- One conversation
- Assume positive intent
- Respond to ideas, not person
- Remain open
- Outside world outside the room
- Hold rather than avoid tension



Trust
for
Impact

Gradients of Agreement

A method for hearing all perspectives and moving toward agreement

1	2	3	4	5	6	7
Whole-hearted endorsement	Agree with minor difference(s)	Support with reservations	Abstain	Disagree	Formal disagreement	Block
"I really like it."	"Basically I like it."	"I can live with it."	"I don't have an opinion."	"I disagree and my perspective has been heard."	"I want my disagreement noted as a divergence."	"I need to continue the conversation."

Adapted from © 2005 Community At Work www.communityatwork.com (415) 641-9773

We are for difference:
 for respecting difference,
 for allowing difference,
 for encouraging difference,
 until difference no longer makes a
 difference.

— Johnnetta B. Cole

Introductions

- Mission statement
- Share a word or phrase that most speaks to why you volunteer in this work –
connect to your personal mission
- Up to a minute each

Mission Statement

As members of the Los Angeles County Commission for Children and Families, we hold ourselves accountable to the Board of Supervisors and to the communities that they serve and from which we come. Although we are a diverse group of child advocates, we work collaboratively and are firmly united on our mission: **enhancing the well-being of children and families** of Los Angeles County. The Commission believes that “the children can’t wait,” and we therefore summon a sense of urgency and dedication to our duties. This is a voluntary assignment, but we are greatly rewarded through the intrinsic and passionate nature of the ongoing effort to improve lives.

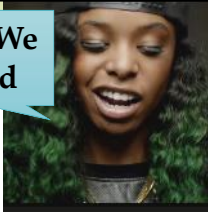
Commission Role for Greatest Impact

What We Heard

- Historic CCF results
- Tools the Commission has or can use to advance its mission
- Power dynamics

What We Heard





What We Heard

CCF Historic Results

- Children's Courthouse
- Transition-Aged Youth
- MacLaren Hall closure
- Blue Ribbon Commission recommendations
- Prevention of maltreatment
- County taking a whole-child approach



What We Heard

Tools We Use

First and foremost we are Advocates

- Recommendations
- Expertise, voice, credibility, relationships
- Convene, create space, bridge silos
- Raise awareness, emphasize the 20%
- Leadership, team work, effort
- Research, data, testimony

Power

- Formal authority – official jurisdiction and right to make decisions
- Influence – collective ability to effect change; arises from relationships, alignment of intention, will, and action among multiple stakeholders

Possible Commission Roles

1. BOS Advisors
2. Department Ally
3. Department Review
4. OCP Partner
5. Cross-Department Convener
6. Private-Public Convener
7. Community Voice
8. CEO Partner

Small Group Discussion

- What roles are most important for us to emphasize and/or improve?
- What clarifications or revisions would you make to these descriptions?

Which three roles are most uniquely filled by CCF?

Commission Roles

Always

Often

Rarely

Never




Lunch Break



Prioritize Issues


What We Heard



What We Heard

- Benefits of prioritization
- HOW to address issues
- WHICH issues to address

What We Heard



Benefits of Prioritization

- Highest impact through leadership
- Allocation of our time
- Focus to our meetings

- With room for inter-related issues

What We Heard



HOW to address issues

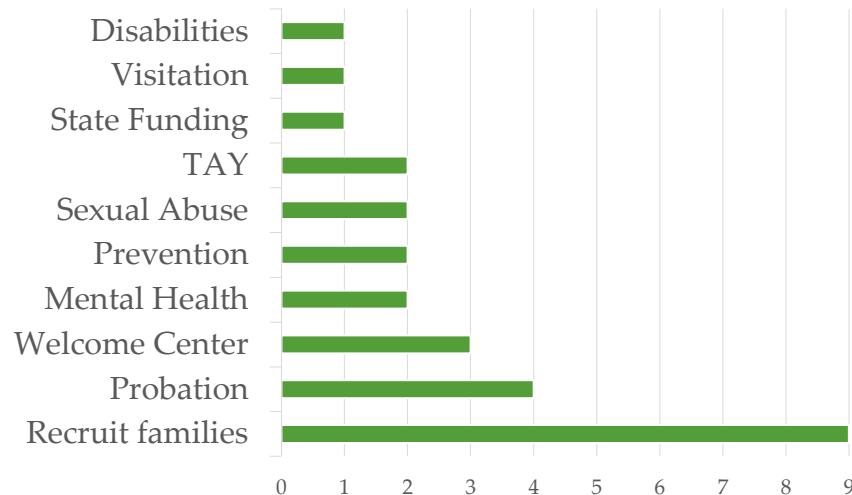
- Choose from among BRC recommendations/ support OCP
- Work at the big picture level
- Address the needs of the hardest-to-serve kids
- Close the gap of services
- Tap our strengths, interests, expertise

Overall Theme: Work as a coordinated body

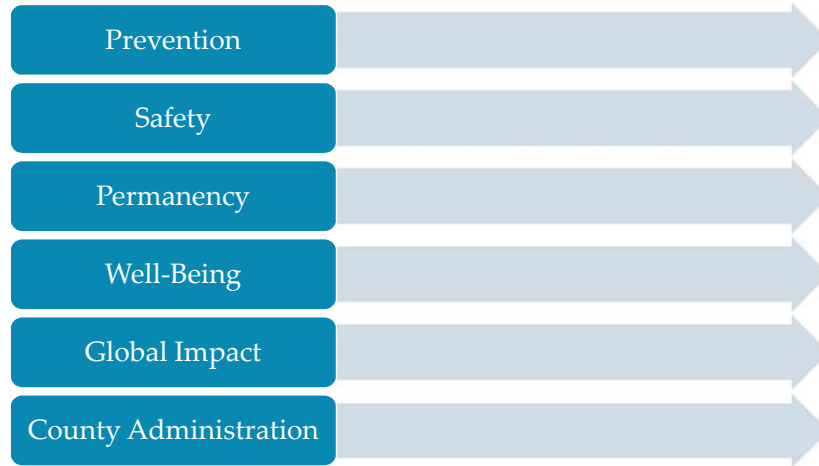
What We Heard



WHICH Issues



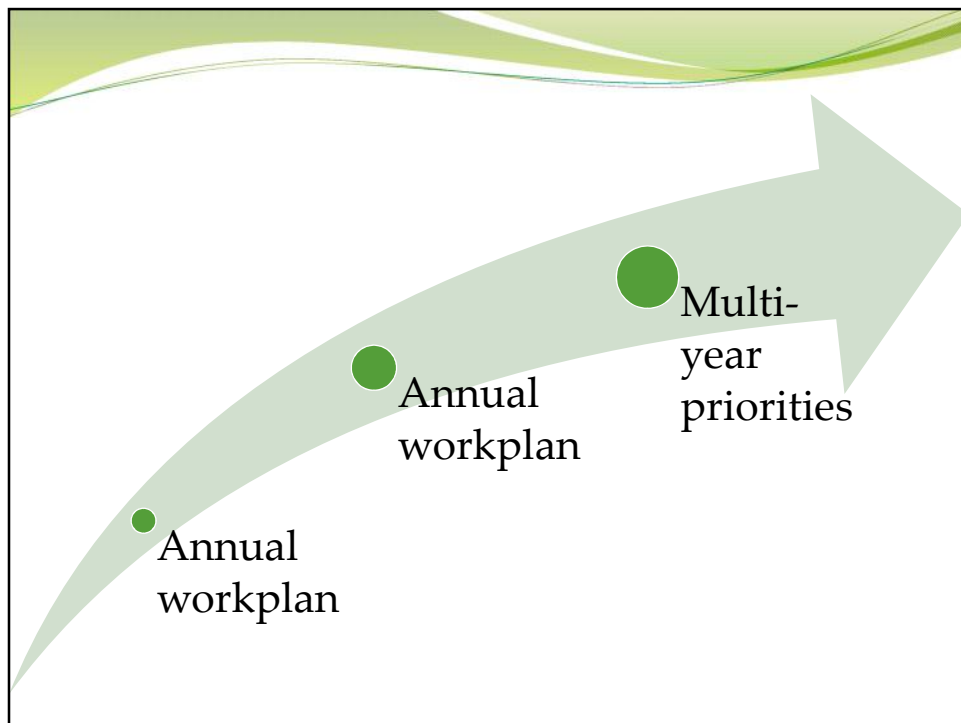
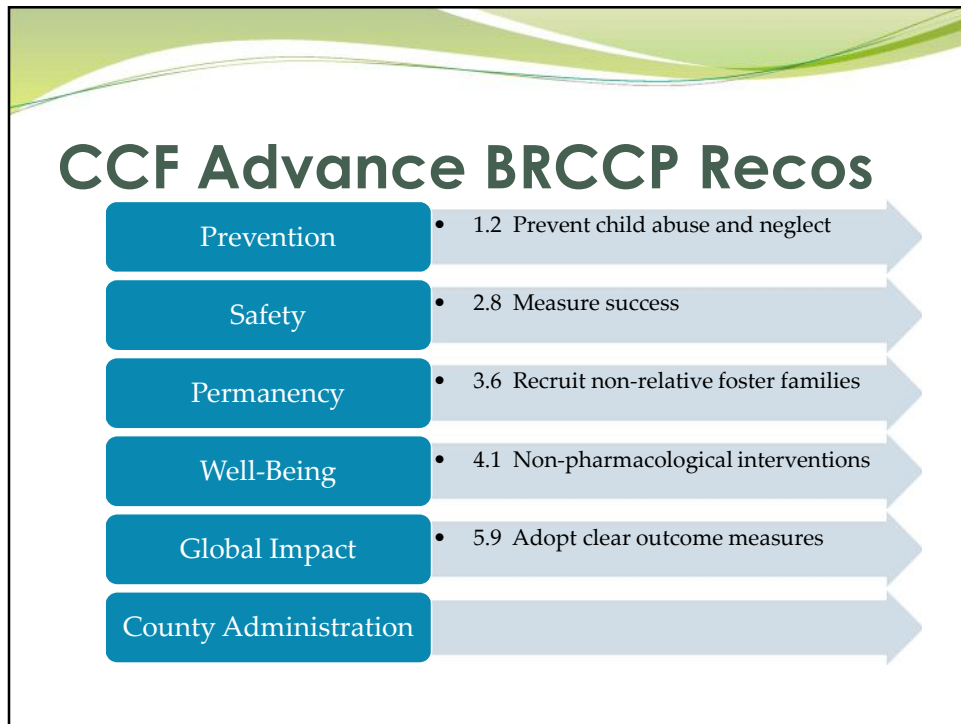
BRCCP Recommendations



Summary of 2nd Progress Update on BRCCP Recommendations

Legend: **Yellow** = CCF currently involved; **blue** = complete; **green** = in progress; **red** = in queue

Recommendation	Status
1. Prevention	
1.1 Oversee countywide prevention efforts.	In Progress
1.2 DPH and First 5 LA to jointly develop a comprehensive prevention plan to reduce the overall incidence of child abuse and neglect.	In Progress
1.3 Prioritize access to Early Childhood Education learning programs for all children under the supervision of DCFS between ages 0 to 5.	Complete
1.4 Pair a Public Health Nurse with a DCFS social worker in child abuse or neglect investigations of all children from birth to age two.	In Progress
1.5 DPH's evidence-based home visit service should be made available to all children under age one seen at a Medical Hub.	In Progress
1.6 Conduct assessments of each medical hub to identify each hub's strengths and weaknesses.	Complete



Greater Impact by Working as a Whole

What We Heard

What We
Heard



Areas for change:

- Committee structure
- Meeting schedule and agendas
- Communication with deputies



What We Heard

Benefits of Structure

Internally

- Work as a whole
- Increase Commissioner engagement
- Integrate workgroups
- Drive agenda-setting
- Nimble shift with changes

Externally

- Communicate our impact
- Clear connections
- Role for non-Commissioners

Individual Roles

From Policies

- Represent agreed Commission positions
- Report back to the Commission
- Attend > 75% of General Meetings
- Actively participate in at least one standing committee
- Read all documentation

Additional Suggestions

- Communication
- Orientation
- Share annual goals
- Engage in discussions
- Action and follow up
- Cultivate good working relationships

Roles of Committees *Ideas*

- ☐ Develop an annual work plan
- ☐ Integrate related external groups
- ☐ Develop recommendations for full Commission
- ☐ Monitor events, issues, data
- ☐ Interface for Commission presenters
- ☐ Follow up
- ☐ Community resource



Meeting Redesign *Ideas*

- ☐ Set agenda based on priorities
- ☐ One Commission meeting per month for presentations, analysis, follow up
- ☐ Committee meetings each month, time for discussion, deliberation
- ☐ Shorten regular CCF meeting, remaining time for committee work
- ☐ DCFS director come less frequently
- ☐ OCP director come a few times a year



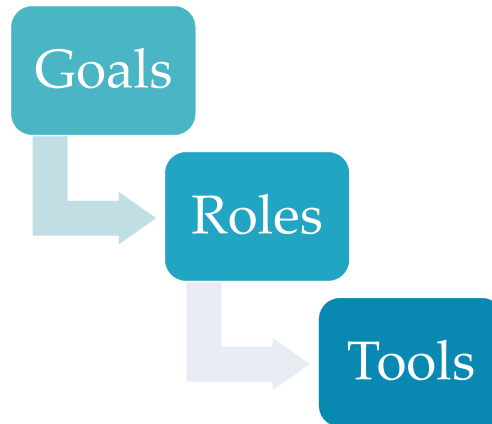
Deputy Interface *Ideas*



- ☐ Executive Committee *OR* ED + Chair brief deputy cluster meeting once per month
- ☐ Send report of activities completed and reports received (every other month)
- ☐ Set Deputy-specific communication plans
- ☐ Heads up about upcoming agenda items
- ☐ Know issues the other is working on
- ☐ Process for Annual Report recommendations

Committee Participation

Committee 2016 Work Plans



Closing